

SEIU 284  
Monticello District #882 Technology Support Employees  
Opening Document October 9, 2024

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2024-2026 UNION PROPOSALS

The following are the Union's initial proposals to the School District in negotiations for a successor collective bargaining agreement.

In the following proposals, (1) language that is **underlined and bold** is new language that is being proposed to be added to the agreement; (2) language with a ~~striketthrough~~ is current contract language that would be removed from the agreement; and (3) all other language is current contract language that would continue into the next contract.

**The Union reserves the right to add to, subtract from, delete, amend, or otherwise modify its bargaining proposals as the union deems fit and necessary during the course of these negotiations. All financial offers are retroactive to July 1, 2024.**

1. Update all dates to reflect new contract years 2024-2026.
2. ARTICLE V EMPLOYEE RIGHTS

~~Section 3. Dues Check Off: With the authorization of the employee, each employee shall have the right to request and be allowed dues check off for the Union. The employee request shall be in the form of a written authorization, online sign-up, or audio-recorded phone authorization submitted to the Union. The Union shall provide the District with the appropriate form of authorization (examples of appropriate form are: paper, electronic file, audio file) for dues/premier member dues deduction.~~

~~The School District agrees to honor and implement all terms of dues checkoff authorizations submitted by the Union and agreed to by the employee. The School District shall adhere to the specific provisions in each dues check-off authorization regarding the duration, renewal, procedure for revocation, amount of dues deducted (including premier member), and all other provisions agreed to by the employee as stated in the authorization, irrespective of the employee's membership in the Union. Such dues shall be remitted to the Union monthly.~~

**Section 3. Request for Payroll Deduction, Authorization and Remittance.**

Employees have the right to request and be allowed payroll deduction for the Union and for the Union's political action committee. The District will commence deductions within thirty days of receiving notice from the Union of the authorized deduction(s). The District will remit deductions to the Union within thirty days of the deduction.

The notice will include certification from the Union that the Union has and will maintain a signed authorization from the employee for whom deductions will be made. A valid signed authorization includes, but is not limited to, an electronically signed authorization. The District may require a copy of the signed authorization form only if a dispute arises about the existence or terms of the authorization. The dues deduction authorization remains in effect until the District receives notice from the Union that an employee has changed or canceled their authorization in writing in accordance with the terms of the original authorizing document.

The Union will indemnify the District for any successful claims made by an employee for unauthorized deductions made in reliance upon certification or information received from the Union.

3. ARTICLE VI RATES OF PAY \* SEE FINANCIAL OFFER\*

Section 1. Rates of Pay:

Subd. 1. The wages and salaries reflected in Appendix A, attached hereto, shall be a part of the Agreement for the period commencing July 1, 2022 2024 and continuing through June 30, 20232025.

Subd. 2. The wages and salaries reflected in Appendix B, attached hereto, shall be a part of the Agreement for the period commencing July 1, 2023-2025 and continuing through June 30, 20242026.

Subd.6. Longevity Pay: See Appendix C. \*\*See Financial Offer\*\*

Section 3. Technology Certification: \*\*Discussion on types of certifications\*\*

4. ARTICLE VII GROUP INSURANCES \*\* SAME AS CERTIFIED STAFF\*\*

5. ARTICLE VIII LEAVES OF ABSENCE

Section 1. Sick Leave: ESST UPDATES NEEDED

Section 2. Personal Leave:

Subd. 1. Technology support employees shall be granted ~~up to two (2)~~ **three (3)** days per contract year for paid personal leave, to be used with discretion for matters of a personal nature that need to be attended to during the workday. After twenty (20) years of service ~~three (3)~~ **four (4)** personal days will be rewarded.

#### ARTICLE IX HOURS OF SERVICE

Section 3. School Closings: In the event that school is closed early due to a weather event or unforeseen emergency, technology employees will receive that day's pay. Technology employees will be dismissed by the Superintendent or designee at a time designated as safe.

In the event that school is delayed due to a weather event or unforeseen emergency, technology employees are expected to report to work as soon as it is safe to do so.

In the event that school is cancelled due to a weather event or unforeseen emergency, technology employees are expected to report as soon as it is safe to do so. A vacation day may be used in lieu of reporting, if the Director of Technology approves the employee's request.

#### **Discussion on E-Learning**

#### Section 4. Vacation

Subd. 1. Vacation will be front-loaded on the year, and awarded on July 1 as follows:

1. Vacation pay will be prorated for newly hired employees, based on hire date.
2. Technology employees who are in years one (1) through six (6) years will receive ~~two (2)~~ **three (3)** weeks of vacation.
3. In years seven (7) through twelve (12) of consecutive employment, the technology employee shall be granted ~~three (3)~~ **four (4)** weeks of vacation.
4. In years thirteen (13) and beyond, the technology employee shall be granted ~~four (4)~~ **five (5)** weeks of vacation.

Section 5. Holidays: Technology employees shall be entitled to eleven (~~11~~**12**) paid holidays each contract year as designated by the School Board; Independence Day, Labor Day, Thanksgiving Day and the Friday after, Christmas Eve Day, Christmas Day, New Year's Eve Day, New Year's Day, Good Friday, Presidents Day, ~~and Memorial Day~~ **and Juneteenth**. When a holiday falls on a Saturday or Sunday, the preceding Friday or the following Monday will be considered a holiday. The Superintendent or designee will establish the holiday in this case.

ISD 882 Monticello  
Technology  
Rates

Proposal# 1 10/09/24  
Union time

WAGES - 2023-24

Level 1 Desktop 1	Hourly
Step 1	\$24.73
Step 2	\$25.28
Step 3	\$25.83
Level 2 Desktop 2	Hourly
Step 1	\$26.96
Step 2	\$27.50
Step 3	\$28.05
AV Tech	Hourly
Step 1	\$19.40
Step 2	\$20.00
Step 3	\$20.60
Info System Supp	Hourly
Step 1	\$29.38
Step 2	\$29.92
Step 3	\$30.47
Tech Coord	Annual
Step 1	\$86,700.00
Step 2	\$87,831.00
Step 3	\$88,962.00
Longevity	Annual
Years 11-20	\$1,000.00
Years 21-30	\$2,000.00
Years 31-40	\$3,000.00
None	\$0.00
Certificates	Hourly
A+	\$0.50
Google Educator	\$0.25
Google Admin	\$0.50
None	\$0.00

WAGES - 2024-25

Level 1 Desktop 1	Hourly	
Step 1	\$26.21	6.00%
Step 2	\$26.80	6.00%
Step 3	\$27.38	6.00%
Level 2 Desktop 2	Hourly	
Step 1	\$28.58	6.00%
Step 2	\$29.15	6.00%
Step 3	\$29.73	6.00%
AV Tech Level 2	Hourly	
Step 1	\$28.58	6.00%
Step 2	\$29.15	6.00%
Step 3	\$29.73	6.00%
Info System Supp	Hourly	
Step 1	\$31.14	6.00%
Step 2	\$31.72	6.00%
Step 3	\$32.30	6.00%
Tech Coord	Annual	
Step 1	\$91,902.00	6.00%
Step 2	\$93,100.86	6.00%
Step 3	\$94,299.72	6.00%
Longevity	Annual	7
Years 11-20	\$2,000.00	100.0%
Years 21-30	\$3,000.00	50.0%
Years 31-40	\$4,000.00	33.3%
None	\$5,000.00	
Certificates	Hourly	
A+	\$0.50	0.0%
Google Educator	\$0.25	0.0%
Google Admin	\$0.50	0.0%
None	\$0.00	0.0%

WAGES - 2025-26

Level 1 Desktop 1	Hourly	
Step 1	\$27.78	6.00%
Step 2	\$28.41	6.00%
Step 3	\$29.02	6.00%
Level 2 Desktop 2	Hourly	
Step 1	\$30.29	6.00%
Step 2	\$30.90	6.00%
Step 3	\$31.51	6.00%
AV Tech Level 2	Hourly	
Step 1	\$30.29	6.00%
Step 2	\$30.90	6.00%
Step 3	\$31.51	6.00%
Info System Supp	Hourly	
Step 1	\$33.01	6.00%
Step 2	\$33.62	6.00%
Step 3	\$34.24	6.00%
Tech Coord	Annual	
Step 1	\$97,416.12	6.00%
Step 2	\$98,686.91	6.00%
Step 3	\$99,957.70	6.00%
Longevity	Annual	
Years 11-20	\$2,000.00	0.0%
Years 21-30	\$3,000.00	0.0%
Years 31-40	\$4,000.00	0.0%
None	\$5,000.00	
Certificates	Hourly	
A+	\$0.50	0.0%
Google Educator	\$0.25	0.0%
Google Admin	\$0.50	0.0%
None	\$0.00	0.0%
MSBA 20.37%		

BENEFITS - 2023-24

Health Ins - per yr	
Indv	\$11,421.36
Dep	\$22,836.00
None	\$0.00
Indv Cost	\$11,421.36
Dep Cost	\$28,428.12
Dental Ins - per yr	
Indv	\$528.00
Dep	\$1,080.00
None	\$0.00
Indv Cost	\$528.00
Dep Cost	\$1,428.00
Life - per yr \$50,000	
30 hrs	\$54.00
None	\$0.00
LTD - per yr	
30 hrs	\$140.00
None	\$0.00
PERA	1/1/2015 7.50%

BENEFITS - 2024-25

Health Ins - per yr		\$ Change	% Change
Indv	\$11,700.00	\$278.64	2.44%
Dep	\$25,656.00	\$2,820.00	12.35%
None	\$0.00	\$2,138/mo	
Indv Cost	\$12,178.20	\$975/mo	
Dep Cost	\$30,355.20		84.52%
Dental Ins - per yr		\$ Change	% Change
Indv	\$543.84	\$15.84	3.00%
Dep	\$1,080.00	\$0.00	0.00%
None	\$0.00		
Indv Cost	\$543.84		% Inc 3.00%
Dep Cost	\$1,470.84		% Cover 73.43%
Life - per yr \$50,000			
30 hrs	\$54.00	\$0.00	0.00%
None	\$0.00		
LTD - per yr			
30 hrs	\$140.00	\$0.00	0.00%
None	\$0.00		
PERA	1/1/2015 7.50%		

BENEFITS - 2025-26

Health Ins - per yr		\$ Change	% Change
Indv	\$13,224.00	\$1,524.00	13.03%
Dep	\$28,992.00	\$3,336.00	13.00%
None	\$0.00	\$2,416/mo	
Indv Cost	\$13,761.37	\$1,102/mo	
Dep Cost	\$34,301.38		13%
Dental Ins - per yr		\$ Change	% Change
Indv	\$560.16	\$16.32	3.00%
Dep	\$1,080.00	\$0.00	0.00%
None	\$0.00		
Indv Cost	\$560.16		% Inc 3.00%
Dep Cost	\$1,514.97		% Cover 71.29%
Life - per yr \$50,000			
30 hrs	\$54.00	\$0.00	0.00%
None	\$0.00		
LTD - per yr			
30 hrs	\$140.00	\$0.00	0.00%
None	\$0.00		
PERA	1/1/2015 7.50%		

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Year 1 & Year 2	MSBA
Double Base Yr	1,620,668.58
Difference	1,346,364.21
Double Base Yr	274,304.37
MSBA Percentage	1,346,364.21
Original Percentage Calc	20.37%
	24.04%